

CITY OF CHULA VISTA PROPOSAL TO IAFF  
REGARDING ARTICLE 3.02 [VACATION]

PROPOSAL #\_\_\_\_  
DATE: January 13, 2014

PROPOSALS:

IAFF presented a proposal regarding 3.02 [Vacation] dated 9-10-13. The City rejects that offer. The City presents the following counter offer.

CONCERN:

That vacation sell back be done in a prudent and fiscally responsible manner.

CURRENT LANGUAGE:

D. Vacation Leave Sell Back

All members of represented classifications who have completed at least four years of service shall have the option of selling one week (56 hours for employees assigned to Fire Suppression and 40 hours for employees assigned to other divisions) of accrued vacation leave back to the City annually. The accumulated vacation leave balance will be reduced accordingly. Payment of vacation leave hours will be made the first payday of any month provided that the Finance Department has received ten working days advance notice of the request prior to payday.

PROPOSAL:

1. Article 3.02 [Vacation], II [Vacation], D [Vacation Leave Sell back], shall now read as follows:

“All members of represented classifications who have completed at least four years of service shall have the option of selling a total of 80 hours ~~one week (56 hours for employees assigned to Fire Suppression and 40 hours for employees assigned to other divisions)~~ of accrued vacation leave back to the City ~~annually~~ two times per fiscal year in 40 hour increments. The accumulated vacation leave balance will be reduced accordingly. Payment of vacation leave hours will be made the first payday of any month provided that the Finance Department has received ten working days advance notice of the request prior to payday.

RESULTS:

The City moves towards IAFF’s request, but does so in a prudent and fiscally responsible manner.